Explanation: The employee is eligible for membership. The employee works a total of 80 hours each month for at least five months each year and this is the normal pattern of employment.

Example #2: An employee normally works for you for 40 hours each month as a cook. *For one year*, the employee takes on extra duties and works 40 hours per month as a bus driver.

Explanation: The employee is *not* eligible for membership. Although the employee works 80 hours each month for five or more months during the year, this is not the normal pattern of employment.

Example #3: An employee works for you for 40 hours each month as a cook and works *for another employer* for 40 hours each month as a bus driver.

Explanation: The employee is *not* eligible for membership. The employee cannot combine the hours of employment with separate employers to establish membership.

Employees Working in Educational Staff Associate Positions

An Educational Staff Associate (ESA) is defined as an individual employed by a public school in any of the following positions:

—Communications Disorders Specialist

—Occupational Therapist

—Physical Therapist

—Reading Resource Technician

—School Counselor

—School Nurse

—School Psychologist

—School Social Worker

A person working in an ESA position in a public school must hold a certificate authorized by the State Board of Education. Although ESA positions are generally TRS eligible positions, there are instances where a person who was employed as an ESA before June 7, 1984, may have rights to PERS membership. If you are a public school employer and you hire a person who served in an ESA position before June 7, 1984, contact PERS Retirement Services to help determine the membership options available to this member.

Employees Working in More than One Position

An employee may work for you in a position that would be covered by PERS *and* in a position that would be covered by another retirement system; e.g., TRS or LEOFF. In such a case, the employee's eligibility for membership depends upon the types of positions the employee occupies. Refer to the tables on the following pages to determine how to report these types of employees.